



*Himbata*

# Avinashilingam Institute for Home Science and Higher Education for Women

Deemed to be University Estd. u/s 3 of UGC Act 1956, Category A by MHRD (now MoE)  
Re-accredited with A++ Grade by NAAC. CGPA 3.65/4, Category I by UGC  
Coimbatore - 641 043, Tamil Nadu, India

**Bachelor's Degree Examination – November 2025**  
**V Semester**

**Class : III UG**  
**Major : Psychology**

**Time: 3 Hours**  
**Max. Marks: 100**

## 23BPSC10 Foundations of Organisational Psychology

### Course Outcomes:

- CO1: Developing a deeper understanding of conceptual and theoretical bases of motivation and employees' work attitudes and the relationship with performance and organizational outcomes.  
CO2: Understanding leadership processes from different theoretical perspectives.  
CO3: Understanding group dynamics, working through conflicts and working in teams.

### Part A

10 x 1 = 10

### Choose the Correct Answer

1. The subject of organizational culture has been most influenced by which behavioural science discipline? CO1 K1
  - a. Anthropology
  - b. psychology
  - c. social psychology
  - d. political science
2. Frederick Taylor is known as the father of: CO1 K2
  - a. Bureaucracy
  - b. Human Relations Theory
  - c. Scientific Management
  - d. Systems Approach
3. The Systems Approach views organizations as CO2 K1
  - a. Closed entities
  - b. Interrelated parts working together
  - c. Independent units
  - d. Rigid structures
4. Which of the following is NOT one of the five key concepts of work motivation? CO2 K2
  - a. Behaviour
  - b. Performance
  - c. Situation
  - d. Leadership
5. In Maslow's hierarchy, self-actualization refers to: CO3 K1
  - a. Safety and security
  - b. Achieving one's full potential
  - c. Belongingness needs
  - d. Physiological needs
6. Which theory focuses on individuals comparing their input-output ratio with others? CO3 K2
  - a. Goal Setting Theory
  - b. Self-Regulation Theory
  - c. Equity Theory
  - d. Maslow's Theory
7. Which leadership theory focuses on the quality of the relationship between a leader and each follower? CO4 K1
  - a. Transformational Leadership
  - b. Leader-Member Exchange Theory
  - c. Situational Leadership
  - d. Path-Goal Theory
8. The Nurturant-Task Participative (NT-P) Model is associated with leadership in which country? CO4 K2
  - a. USA
  - b. Japan
  - c. India
  - d. Germany
9. Group cohesiveness refers to: CO5 K1
  - a. The diversity of group members
  - b. The degree of attraction among group members
  - c. The number of members in a group
  - d. The hierarchy within a group
10. The key difference between a group and a team is: CO5 K2
  - a. Teams have shared goals, groups may not
  - b. Groups are always larger than teams
  - c. Teams are informal, groups are formal
  - d. Groups have higher accountability

**Part B**

**5 x 6 = 30**

**Answer ALL questions**

**Each answer should not exceed 400 words or two pages**

- 11.a. Define Organizational Psychology and explain its nature. CO1 K3  
(or)
- 11.b. Sketch Henri Fayol's principles of management. CO1 K3
- 12.a. Discuss the contribution of different social sciences to Organizational Psychology. CO2 K3  
(or)
- 12.b. List and briefly explain the five key concepts related to work motivation. CO2 K3
- 13.a. Outline how Organizational Citizenship Behaviour (OCB) benefits team performance. CO3 K3  
(or)
- 13.b. Illustrate how Vroom's Expectancy Theory can be used to improve performance in an organisation. CO3 K3
- 14.a. Analyse how leader effectiveness can differ from leader emergence in volunteer organizations. CO4 K4  
(or)
- 14.b. Point out the types of Situational Leadership approaches with suitable examples. CO4 K4
- 15.a. Explain any six factors affecting group performance in an organization. CO5 K4  
(or)
- 15.b. Categorise the stages of the negotiation process in conflict resolution. CO5 K4

**Part C**

**5 x 12 = 60**

**Answer ALL questions**

**Each answer should not exceed 800 words or four pages**

- 16.a. Assemble and discuss the European contribution to the development of Organizational Psychology with examples. CO1 K6  
(or)
- 16.b. Evaluate the growth of Organizational Psychology in India through the stages of Replication, Disenchantment, and Integration. CO1 K5
- 17.a. Generalise the principles of Goal-Setting Theory and Self-Regulation theory, and critically analyse how they can be integrated to improve employee performance. CO2 K6  
(or)
- 17.b. Combine the Giving Theory of Motivation and discuss its relevance in modern organizational settings and challenges and limitation in it. CO2 K6
- 18.a. Evaluate the relevance of Indigenous Leadership Theories in today's globalized environment. CO3 K5  
(or)
- 18.b. Compare Transformational and Charismatic Leadership, highlighting similarities and differences. CO3 K5
- 19.a. Validate the strengths and limitations of the trait approach in identifying leaders in modern organizations. CO4 K6  
(or)
- 19.b. Compare and contrast cooperation and competition in group settings with examples. CO4 K5
- 20.a. Summarize the nature and functions of groups in an organizational context. CO5 K5  
(or)
- 20.b. Compose the challenges and strategies for building effective teams in Indian organizations. CO5 K6